



Submarine Division Officer Talent Management Board FAQ Sheet

The Talent Management Board (TMB) allows submarine division officers to compete for key educational opportunities or career broadening programs on the basis of performance. PERS-42 will conduct the TMB semi-annually in August and February. The August board is for officers with PRDs of March through August (aligning with the second and third quarter slates), and the February board is for officers with PRDs of September through February (aligning with the fourth and first quarter slates).

This semi-annual timeline will support any officer not selected at the TMB to then participate in their associated slate either by early slating or standard slating. This also supports applications for service-wide programs which require additional submission requirements, such as Naval Academy Graduate Education and Teaching (GE+T), Fleet Scholar Education Program (FSEP), and Massachusetts Institute of Technology/Woods Hole Oceanographic Institution (MIT/WHOI).

An announcement will be promulgated to the fleet detailing the specific assignments available on each Board and timeline for submission.

A TMB application package shall, at a minimum, consist of:

- A letter of Recommendation from your Commanding Officer
- Program Request Sheet prioritizing programs to be considered for
- An enclosure of any additional information not included in your official record (FITREPS, awards, qualifications, transcripts, etc.)

Officers selected for assignment via the TMB will be required to submit a nuclear officer continuation pay (COBO) contract (excluding those selected for CIP) within two weeks of the board results announcement. If selected as a nominee for a program not controlled by PERS-42, officers will submit a contract within two weeks of final program selection notification.

Some opportunities that go unfilled on the TMB may be added to the next quarterly shore slate for detailing.

Typical Talent Management Board Opportunities

Civilian Graduate Education

- Fleet Scholar Education Program
 - Release notification and specific program requirements will be released via My Navy Education message.
 - Preference will be given to those officers who can complete a full 24-month graduate education program prior to their no later than date for SOAC (7.5 YCS or January of the 8 YCS).
 - Officers should plan to begin classes in the fall semester (i.e. if selected for FSEP at the August 2021 board, classes would most likely begin in the Summer or Fall of 2022)
 - Additional information regarding the FSEP program and the list of schools with education agreements can be found on the Navy CIVINS website at:
<http://www.nps.edu/academics/CIVINS/index.html>
- USNA Graduate Education and Teaching (GE+T)
 - Eligibility dependent upon on career timing. Officers must be able to support a 36 month shore duty assignment prior to their no later than date for SOAC (7.5 YCS or January of the 8 YCS).
 - Under this program, DOs apply to a university in the National Capitol Region, pursue a one-year master's degree in ANY concentration desired and then teach that subject area at USNA for two years. A GRE is required.
 - The TMB will only select 1120 ***nominees*** for this program. There is a separate application process with USNA for which the detailer will assist and advocate for the nominee.
 - If selected as a nominee at the TMB, the approximate timeline below will follow:
 - ~September: Results from TMB and application due to PERS-42
 - ~October: Application forwarded to USNA
 - ~December: USNA selection board complete / selectees notified
 - ~June: Selectees report to graduate school
- USNA Leadership Education and Development (LEAD)
 - Eligibility is dependent on career timing. Officers must be able to support a 36 month shore duty assignment prior to their no later than date for SOAC (7.5 YCS or January of the 8 YCS).
 - Under this program, DOs will be assigned to USNA to complete a Naval Post Graduate School sponsored Masters of Business Administration degree. This degree will require a period of in-residence time at NPS.
 - Following successful completion of the masters program, officers will then serve as a Company Officer for 24 months.

- The TMB only selects 1120 **nominees** for this program. There is a separate application process with USNA for which the detailer will assist and advocate for the nominee.
- If selected as a nominee at the TMB, the approximate timeline below will follow:
 - ~September: Results from TMB and application due to PERS-42
 - ~October: Application forwarded to USNA
 - ~December: USNA selection board complete / selectees notified
 - ~May: Selectees report to graduate school
- Massachusetts Institute for Technology/Woods Hole Oceanographic Institute
 - DOs obtain their Master's Degree at MIT/WHOI in an Oceanography based curriculum.
 - Those who have demonstrated superior performance at sea, possess a strong technical background and an undergraduate degree in geoscience, physics, chemistry, mathematics, or engineering are eligible for this program.
 - The program is designated for 27 months (two years and a summer). The following specialties will be offered:
 - Applied Ocean Science and Engineering
 - Biological Oceanography
 - Chemical Oceanography
 - Marine Geology and Geophysics
 - Physical Oceanography
 - Interdisciplinary Focus
 - Climate Variability and Impacts
 - The TMB will select 1120 **nominees** for this program. There is a separate application process for which the detailer will assist and advocate for the nominee.
- Graduate Education Voucher (GEV)
 - GEV is an education voucher that pays up to \$20,000 per year for a maximum of two years for graduate school tuition, books and most fees. The voucher can be used at any accredited university of the Officer's choice with an endorsement from PERS-42 and curriculum approval by NPS.
 - PERS-42 possesses quotas for the following programs:
 - Cyber Systems and Operations (6208P/G)
 - Engineering (5XXXP/G)
 - Financial Management (3105P/G)
 - Regional/National Security Studies (2XXXP/G)
 - The curriculum must align with the approved Navy Sub-Specialty Code and meet the requirements set forth by the Commander, Naval Education and Training Command. Officers must meet all eligibility requirements specified in OPNAVINST 1520.37B

- Officers may already be on shore duty when applying. Officers on sea duty will still submit preferences for the slate along with an application for this TMB program.
- Georgia Tech Research Institute (GTRI) Program
 - This Navy-wide program offers a graduate degree fellowship to a student pursuing a science, technology, and engineering of mathematics (STEM) related master's degree at the Georgia Institute of Technology Research Institute (GT/GTRI).
 - The TMB will select the Submarine Force's **nominees** for this program. There will be a separate application process that the detailer will assist those selected with for this program.
- Purdue Military Research Institute (PMRI) Program
 - This Navy-wide program offers a graduate degree or doctorate opportunity to a student pursuing a science, technology, and engineering of mathematics (STEM) related master's degree (specifically focusing on application to DoD research) at Purdue University.
 - The TMB will select the Submarine Force's **nominees** for this program. There will be a separate application process that the detailer will assist those selected with for this program.
 - Officers applying must have time to complete their education prior to their SOAC gate, and selected officers should expect to begin the course of study for the Fall Semester or Spring Semester.

Professional Initiatives

- SECNAV Tours With Industry (SNTWI)
 - Officers selected for these tours will be armed with knowledge in private sector business practices, processes and innovative strategies.
 - Officers will be able to take what they have learned during their industry tour and utilize that experience to not only enhance their own leadership skills, but also bring this experience to the submarine force.
 - The one year internships typically begin and end in August and are followed by a utilization tour prior to SOAC. The available companies are:
 - Amazon (Seattle, WA)
 - Apple (Cupertino, CA)
 - Boeing (St. Louis, MO)
 - CH2M Hill (Tampa, FL)
 - Deloitte (Multiple Locations)
 - FedEx (Memphis, TN)
 - FLIR (Wilsonville, OR)
 - GE Aviation (Multiple Locations)

- GE Digital (San Ramon, CA)
- Huntington Ingalls (Newport News, VA)
- Hydroid (Pocasset, MA)
- Idaho Nation Laboratory (Idaho Falls, ID)
- La Quinta (Dallas, TX)
- LinkedIn (Multiple Locations)
- Liquid Robotics (Sunnyvale, CA)
- Lockheed Martin (Bethesda, MD)
- Marotta Controls (Montville, NJ)
- McCrystal Group (Alexandria, VA)
- Microsoft (Multiple Locations)
- Palo Alto Networks (Palo Alto, CA)
- Oak Ridge National Laboratory (Oak Ridge, TN)
- Qualcomm (San Diego, CA)
- SpaceX (Multiple Locations)
- Splunk (San Francisco, CA)
- St. Jude (Memphis, TN)
- Tesla (Multiple Locations)
- UPS (Atlanta, GA)
- USAA (San Antonio, TX)
- VMWare (Multiple Locations)
- Wal-Mart (Bentonville, AR)
- The TMB will select 1120 **nominees** for this program. The companies above will conduct their own interview process in the months after the TMB nomination and ultimately decide whether to offer placement in the company.
- Officers interested in this program should list at least five companies to ensure the best fit for the company and the officer.
- Announcement will be released via naval message and officers should be available to report in the August timeframe.
- USNA Company Officer
 - DOs will be assigned as a company officer to lead and mentor midshipmen while advocating for the submarine force.
 - The desired fill date will be posted with the assignment as part of the TMB, and DOs applying must be able to have a PRD that can meet the required timeline.
- Personnel Exchange Program (PEP) and other unique overseas assignments
 - There are multiple countries with either exchange programs or unique career broadening opportunities that will be detailed through the TMB to include (but not limited to) Canada, England, Spain, Portugal, and Australia.
 - Specific timing and descriptions of assignments will be included in TMB announcements. DOs applying must have a PRD that can meet the required timeline of the assignment.

- Additional Assignments
 - If any additional assignments are to be filled through TMB selection, the description and required fill date will be included with the announcement.

Career Flexibility

- Direct to Department Head
 - A limited number of Division Officers (two officers per quarter) may apply to proceed directly to SOAC and to their DH tour.
 - Officers selected for this program should expect an approximate 48 month shore duty assignment following their DH assignment prior to proceeding to SCC for their Executive Officer tour.
 - If selected, the officer will participate in the SOAC slate that best matches their PRD, SOAC class convening, and available seats in that class.
- Career Intermission Program
 - There are no specific quotas for this Navy-wide program. This program is listed as part of the TMB to provide a path for career flexibility and allow visibility for community management on those who wish to apply. Submarine officer participation may be limited on a case basis due to community management constraints.
 - Officers participating in this program will take an extended period of absence from active duty service of one to three years to pursue other personal or professional goals. Full details of the program can be found in OPNAVINST 1330.2C. Officers approved for CIP will transfer to the Individual Ready Reserve (IRR) for a period of up to three years. In addition to the application required in the OPNAVINST, officers interested in CIP must submit to the TMB. From there, the detailee will assist with the follow-on application to the CIP coordinator. This application must be completed at least one year prior to their intended start timeframe for CIP. This review and action at the TMB is based on community management, allowing upfront career counseling to occur, ensuring the officer is educated on the program and also to allowing early assistance in the application process.
 - This program will incur an additional obligated service of two months for every one month of participation. (*i.e.*, if you are in the IRR for one year, you will incur additional service of two years upon return to active duty). This additional obligation is served consecutively with any other existing service obligation, and will generally line up with follow-on career milestones. Due to this, it is recommended that a COBO contract be submitted prior to or in conjunction with execution. Upon return to active duty, CIP officers will have their YG and milestone screening dates adjusted so that they are not disadvantaged for promotion or screening opportunities.
- Details on these programs are available in a separate FAQ sheet on the PERS-42 Webpage

PERS-42 TALENT MANAGEMENT BOARD – Package Template

From: LTJG/LT _____, (Command)

To: Submarine Junior Officer Shore Tour Detailer (PERS-421C)

Via: Commanding Officer

Encl: (1) Commanding Officer Letter of Recommendation
(2) Items missing from official record

Subj: TALENT MANAGEMENT APPLICATION

1. After reviewing my eligibility for programs being offered on the talent management board, I request to be considered for the following programs in priority order. (There is no limit to the number of programs listed, and further lines can be added):

- a. _____
- b. _____
- c. _____
- d. _____

2. (This field is reserved for amplifying information regarding your preferences. For example, if GEV is listed as a priority program be sure to list the curriculums in priority order as well. This is your space to explain any amplifying information for your preferences.)

3. Based on my PRD of _____, my chain of command and I understand I may need to extend/rotate early to match one of the programs listed above.

4. My undergrad GPA was _____ in (list program(s)).

5. I have/have not received any funding to date for postgraduate education. If funding was received, list the program: _____.

6. I understand that I am required to sign a COBO contract if I choose to accept my program or billet selection.

//Signed//